



**NATIONAL DEFENSE UNIVERSITY**

NATIONAL WAR COLLEGE  
WASHINGTON, D.C. 20319

25 June 1985

REPLY TO  
ATTENTION OF:

85 234/3

8-3

ATTACHMENT

Mr. Harry Fitzwater  
Deputy Director of Administration  
Central Intelligence Agency  
Washington, D.C. 20505

Dear Mr. Fitzwater:

It is a pleasure to forward The National War College academic reports on the four CIA students in the Class of 1985.

As you will note from these reports they have acquitted themselves most creditably. Each one has contributed a great deal to our course of study and I believe they profited significantly from it.

Sincerely,

A handwritten signature in cursive script, appearing to read "Perry M. Smith", is written over the typed name.

Perry M. Smith  
Major General, USAF  
Commandant

4 Incls  
as

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18-2

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United States  
**Office of  
Personnel Management**

Washington, D.C. 20415

In Reply Refer To

Your Reference

FEB 2 5 1981

• Dr. John N. Ellison •  
Associate Dean  
National Defense University  
Industrial College of the Armed Forces  
Washington, D. C. 20319

Attention: ICFA - AD

Dear Dr. Ellison:

We have carefully reviewed the curriculum guides and other documentation which you submitted in support of a proposal that all participants in the programs of the ICAF and NWC be exempt from participation in the required OPM Executive Development Seminar.

The programs of the National Defense University clearly provide a series of training and developmental experiences which are designed to assist in the transition from managerial to executive-level assignments. We agree that the graduates of ICAF and NWC have had the opportunity to gain the broad perspectives needed by Federal Executives and that the objectives of these programs are entirely compatible with our guidelines for executive development. The core-curriculum of ICAF and NWC adequately cover the principal areas of concentration of the Executive Development Seminar, and much more. Therefore, we will be pleased to exempt from the Executive Development Seminar those civilian students who have completed either the programs of the Industrial College of the Armed Forces or that of the National War College. This exemption must be reviewed again after three years in accordance with our policy.

When certifying an individual's completion of requirements for the Agency's Executive Development Candidate Program, as a part of the submission to OPM's Qualifications Review Board, an agency may indicate that the candidate is exempt from the Executive Development Seminar requirement because he or she satisfactorily completed the program of the Industrial College of the Armed Forces or the National War College. At that time, we will request that your office confirm the agency's claim. We are happy to provide agencies this alternative and appreciate your thorough documentation.

I have included a copy of FPM Bulletin No. 920-36, "Development For and Within the Senior Executive Service, for your further information. This exemption refers specifically to Item 4 (c) of Attachment 1.



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